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20 February 1959

MEMORANDUM FOR: Assistant Director, CR

SUBJECT : IG Survey of the Office of Personnel

REFERENCE : IG Memo to Deputy Directors dated 29 January 1959, same subject.

Comments of the Document Division on aspects of the CIA Career Service Program as outlined in paragraph 2 of reference are as follows:


- a. We believe a Career Service Staff is valuable for the following reasons:
  1. As an expression of employee's desire and intent to remain with the Agency.
  2. As a means for the Agency to indicate those employees considered qualified for a career with the Agency.
  3. It should be a morale builder.
  4. It should tend to reduce employee turnover.
  5. It should provide benefits as to job status, retirement acceleration, training programs and career development for selected employees.
- b. Yes, we believe eligibility for membership should be more restricted. Perhaps increasing the number of years service required, or revising the employee performance standards. This would place membership as a goal to be achieved rather than a point at which to arrive.
- c. We do not feel that separate career services would increase what is already an undesirable separation within the Agency. As long as there is one Agency (including overt and covert) there should be less compartmentalization rather than more, even though it is recognized that there must always be some.
- d. The feature of promotional approval by the Career Service Board has been of great assistance in exercising responsibilities.
- e. Yes, however, we feel there should be more consistency between the various Career Boards regarding the handling of vacancies.

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-2-

- f. We have no objections for interchanges. We feel there should be greater interchange of employees between DD/I, DD/P, and DD/S., provided these interchanges are made based on membership in the Career Service and interviews with the individuals.

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Chief, Document Division